

Tension Shifting Session

The facilitator needs to read the facilitation tips before the session.

Pre meeting - Agree the facilitator and notetaker.

Check-ins (5 mins)

Could be one thing you're grateful for, how are you feeling, and what would make it easier for you to be present in this meeting today

Regenerative cultures Reminder

Ask if someone wants to share something that has been moving them recently. If no one is moved to share something: go with a Regenerative Cultures reminder.

Updates

Before diving into the tension shifting meeting, ask if there are mission critical updates for the group. Facilitation Tip: don't let it become a discussion about each project. This is just for essential updates only!

Feedback & Tension Shifting

Facilitation Tip: explain the importance of feedback to learning how we can do our work better.

Prepare for shifting

- **Check** openness for feedback (1 min)
 - Show of fingers 1-5, how available are you to receive feedback?
- **Journal** any tensions since the last tension shifting session individually (4 min)
 - **Identify** any that emerge as most significant.
 - People to put their 1 major tension on a shared google doc (as a record of tensions emerging)
- **Read** through each other's tensions (2min)
- **Internal mood checker** - supported by the facilitator (5 min)
- **Sort** the priorities (4 min) - The facilitator sorts tensions in order of significance (example of categories below):
 - Emergency / High Intensity
 - Regarding group functioning & relationship with whole group
 - Individualised & Interpersonal Tensions
 - -> **Check Consent** to agree on priorities

Shift Tension

- **Understand** and hear the person's tension
 - Ask person to share more
 - Practice Active Listening (mirroring what has been heard)
 - Give space for clarifying questions
 - Try to hear the person
- **Explore** possibilities for shifting
 - Brainstorm: What ideas might meet the needs?
 - Variety of possibilities
- **Decide** next steps with your normal decision making process
- **Check** whether tension feels shifted

Facilitation Tip: Repeat if there is time for a second or third tension

Recap conclusions & celebrate

- Review APs & Agreements
- Move any leftover tensions to the next Tension Shifting session (agree when this will be)
- Does anyone need any support?
- Celebrate

Check Out (5 mins)

- Round of: How everyone is feeling at the end of the meeting?
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